

Proposed draft of letter to the House and Senate Post
Office & Civil Service Committees.

Dear Mr. Chairman:

Since passage of the Performance Rating Act of 1950, the Central Intelligence Agency in cooperation with the Civil Service Commission has sought to work out satisfactory methods whereby it could comply with all of the provisions of that Act and still maintain the essential security of the Agency.

In accordance with Section 4 of the Act, CIA has established a performance rating plan. However, for representatives of the Civil Service Commission to inspect the plan in accordance with the statutory provisions it would be necessary for the Commission's representatives not only to review completed performance rating data, which in and of itself contains highly classified information, but it would also be necessary to give those representatives access to information in far greater detail than is normally accorded to any but a limited number of senior employees of the Agency because of the serious security implications involved. Consultation with the Civil Service Commission indicates that they cannot comply with the inspection requirements of the Act and the security regulations necessary to safeguard intelligence sources and methods.

Further difficulties arise in attempting to comply with Section 7 of the Performance Rating Act, particularly insofar as this section authorizes the Civil Service Commission to appoint a chairman of a board of review in individual cases and to allow an employee to be represented at such hearings. In order for such hearings to be effective, an employee would find it necessary to make a full presentation of his duties and submit samples of his work. If persons were present, either as board chairman or employee representative, who were not CIA employees, it would be necessary in each instance to secure them a full CIA clearance which is a lengthy procedure.

In view of the security problems noted above, it is respectfully requested that the Committee on Post Office and Civil Service favorably consider amending the Performance Rating Act of 1950 by including the Central Intelligence Agency with the exempted agencies in Section 2(b) of that Act.

I am authorized to state that the Bureau of the Budget has approved this request.

Sincerely,

Allen W. Dulles
Director